

MOTION BY SUPERVISOR GLORIA MOLINA

January 18, 2005

Under the guidance of the Office of Affirmative Action Compliance (OAAC), the Department of Public Works has formulated a corrective action plan to improve employees' well-being and promote a positive culture change within the department. The corrective action plan calls for the creation of an Ombudsman position that would report directly to the Chief Deputy Director of Public Works. The Ombudsman will be tasked with overseeing all employment discrimination complaint investigations. In light of the inadequacies existing within the Department of Public Works in responding to and investigating complaints regarding sexual harassment and employment discrimination, the Board of Supervisors has a duty to ensure that future complaints and investigations are handled appropriately and additional independent oversight should be required under the corrective action plan.

I, THEREFORE, MOVE the Board instruct the Interim Director of Public Works to transfer the responsibility for recruiting and hiring the Ombudsman position to the Office of Affirmative Action Compliance and that the position report directly to the OAAC rather than the Chief Deputy Director of Public Works.

MOTION

Burke	_____
Yaroslavsky	_____
Knabe	_____
Antonovich	_____
Molina	_____

I, FURTHER, MOVE that the Board direct the Office of Affirmative Action Compliance to report to the Board quarterly on the complaints and investigations handled by the Ombudsman.